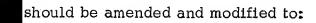
PROPOSED CHANGES IN

25X1A

I. OBJECTIVES

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- A. Strengthen and highlight those portions of the regulation dealing with the <u>over-all</u> language program so it will be clear that language <u>development</u> is our primary concern and <u>awards</u> are merely <u>inducements</u> to aid in attaining our basic objectives.
- B. Reorient some of the concepts of the awards program so that emphasis is shifted from a "generalized," and largely undirected, interest in language study to a greater concern for the utility to the Agency of the study being pursued.
- C. Bring the costs of the awards program into line with current budgetary trends.

II. SPECIFIC PROPOSALS

To accomplish the above objectives, and Handbook should be revised to reflect the following:

A. Major Changes

- l. Recast the regulation to delineate more clearly between the <u>over-all</u> Language Development Program and its <u>subsidiary</u> program of Awards. At present, some of the important policies and responsibilities pertaining to the whole program are overshadowed (and maybe even obscured) by the material on awards. This delineation can be done by splitting into two separate regulations or, perhaps almost as well, by rearranging some of the material and paragraph headings in the present regulation.
- 2. Require that each application for a language award contain an indorsement from the individual's Career Service to the effect that his skill in that particular language is of

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value to the Agency in terms of his present or possible future assignment. Persons seeking language awards now file directly with OTR applications which do not receive prior review by components or career services.

- 3. Revise the Table of Language Awards as indicated below, the revision to become effective 1 July 1960. This revision cuts in half the amounts to be paid for:
 - a. all maintenance awards;
 - b. all <u>achievement</u> awards at the <u>elementary</u> level;
 - c. <u>achievement</u> awards for <u>Specialized Speaking</u> knowledge of Group III languages.

	Comprehensive			S	<u>Specialized</u>		
	High	<u>Inter</u>	Elem	High	Inter	Elem	
Group I							
Achievement	\$3 50	\$1 50	\$ 50	\$175	\$ 7 5	\$ 25	
Maintenance	100	50	None	50	25	None	
Group II							
Achievement	700	300	100	350	150	50	
Maintenance	200	100	None	100	50	None	
Group III			Re	Reading Only			
Achievement	1050	450	150	700	300	100	
Maintenance	300	150	None	200	100	None	
				Sr	Speaking Only		
Achievement				350	150	50	
Maintenance				100	50	None	
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B. Other Significant Changes

1. Establish a time limit on <u>maintenance</u> awards so that, with respect to a given language, awards may be made for no more than 5 years at any one level of proficiency, and for no more than 10 years at any combination of proficiency levels.

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- 2. Require that each person enrolled in <u>directed</u> language training, either in OTR or external facilities, take an appropriate language aptitude or proficiency test <u>before</u> such training and then a proficiency test at the <u>completion</u> of training. At present, no such requirement is set for proficiency testing.
- 3. Set the rule that persons serving at Headquarters who fail to take proficiency tests for <u>maintenance</u> awards within 2 <u>months</u> of the anniversary dates of their prior awards will establish <u>new</u> anniversary dates at the time they appear for testing and will receive no credit for the lapsed period.

At present, an individual's anniversary date for maintenance awards purposes is the date he filed his self-evaluation (Form No. 444c) in a given language. That date does not change (unless he achieves a higher level of proficiency). Thereafter, he is supposed to be tested as nearly as possible on his anniversary date and, if qualified, receives a maintenance award for the year past. However, if he is slow in being tested, he can still qualify for the award so long as his tardiness does not exceed a full year.

4. Revise paragraph 1 d (1) (b) (2) which states that

"maintenance awards will not be granted...for proficiency in a language maintained through required use of the language in performing duties of the assigned position, and maintained without appreciable outside effort."

We have never been able to develop a satisfactory definition of this provision and consequently it has not been fully applied. More important, however, the original intent behind this provision was probably not sound. I propose changing the wording so that maintenance awards will not be granted

"for proficiency in a language on the part of an interpreter, translator or language instructor whose possession of that language is the primary basis for his Agency assignment."

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5. Amend the list of awardable languages by adding:

Group I

Group II

Afrikaans

Armenian
Bengali
Georgian
Hausa
Laotian
Lithuanian
Sinhalese
Tagalog
Ukrainian

6. Add the provision that an individual may apply for an award in any language which he is <u>directed</u> to study, even though the language does not appear in the awardable list.